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B.   AMENDMENTS TO THE CLAIMS

1.   (Currently Amended) A method for assessing employee
     compensation, said method comprising:
     receiving planning factor data from a user, the planning
          factor data corresponding to one or more employees and
          the planning factor data including compensation
          planning data;
     storing the planning factor data in employee profile data
          areas, wherein each employee profile data area
          corresponds to one of the employees;
     retrieving actual employment data for each of the
          employees, the actual employment data including
          employee contribution data and actual compensation
          data; [[and]]
     analyzing the compensation planning data corresponding to
          one or more employees using the contribution data
          corresponding to one or more employees[[.]]<u>;</u>
     <u>selecting a group of employees;</u>
     <u>calculating an aggregate compensation for the group;</u>
     <u>retrieving budget data corresponding to the group;</u>
     <u>determining a variance between the aggregate compensation</u>
          <u>and the budget data;</u>
     <u>selecting one of the employees from the group;</u>
     <u>revising compensation planning data corresponding to the</u>
          <u>selected employee;</u>
     <u>in response to revising compensation planning data</u>
          <u>corresponding to the selected employee, calculating a</u>
          <u>second aggregate compensation for the group; and</u>
     <u>determining a second variance between the second aggregate</u>
          <u>compensation and the budget data.</u>

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2.   (Currently Amended) The method as described in claim 1
      further comprising:
      identifying high contributing employees by analyzing
            employee performance data included in an employee
            profile data area corresponding to each employee;
      determining whether the planning <u>factor</u> data corresponding
            to the high contributing employees is accurate; and
      revising the planning <u>factor</u> data in response to the
            determination.

3.   (Original) The method as described in claim 1 further
      comprising:
      identifying an employee classification corresponding to one
            of the employees;
      retrieving benchmark compensation data from a nonvolatile
            storage device corresponding to the identified
            employee classification; and
      comparing the retrieved benchmark compensation with actual
            compensation data corresponding to the employee.

4.   (Original) The method as described in claim 3 wherein the
      benchmark compensation data is selected from a group
      consisting of regional compensation data and organizational
      compensation data.

5.   (Cancelled)

6.   (Cancelled)

7.   (Original) The method as described in claim 1 wherein the
      compensation planning data includes one or more from the
      group consisting of a salary amount, a stock option amount,
      and an award amount.

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8.   (Currently Amended) An information handling system
      comprising:

      one or more processors;

      a memory accessible by the processors;

      one or more nonvolatile storage devices accessible by the
          processors; and

      a compensation analysis tool to analyze employee
          compensation, the compensation analysis tool
          including:
          means for receiving planning factor data from a user,
              the planning factor data corresponding to one or
              more employees and the planning factor data
              including compensation planning data;
          means for storing the planning factor data in employee
              profile data areas, wherein each employee profile
              data area corresponds to one of the employees;
          means for retrieving actual employment data for each
              of the employees, the actual employment data
              including employee contribution data and actual
              compensation data; [[and]]
          means for analyzing the compensation planning data
              corresponding to one or more employees using the
              contribution data corresponding to one or more
              employees[[.]];
          means for selecting a group of employees;
          means for calculating an aggregate compensation for
              the group;
          means for retrieving budget data corresponding to the
              group;
          means for determining a variance between the aggregate
              compensation and the budget data;

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<u>means for selecting one of the employees from the</u>

<u>group;</u>

<u>means for revising compensation planning data</u>

<u>corresponding to the selected employee;</u>

<u>means for calculating a second aggregate compensation</u>

<u>for the group in response to revising</u>

<u>compensation planning data corresponding to the</u>

<u>selected employee; and</u>

<u>means for determining a second variance between the</u>

<u>second aggregate compensation and the budget</u>

<u>data.</u>

9.   (Currently Amended) The information handling system as
     described in claim 8 further comprising:
     means for identifying high contributing employees by
          analyzing employee performance data included in an
          employee profile data area corresponding to each
          employee;
     means for determining whether the planning <u>factor</u> data
          corresponding to the high contributing employees is
          accurate; and
     means for revising the planning <u>factor</u> data in response to
          the determination.

10. (Original) The information handling system as described in
     claim 8 further comprising:
     means for identifying an employee classification
          corresponding to one of the employees;
     means for retrieving benchmark compensation data from a
          nonvolatile storage device corresponding to the
          identified employee classification; and

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means for comparing the retrieved benchmark compensation
with actual compensation data corresponding to the
employee.

11.   (Original) The information handling system as described in
claim 10 wherein the benchmark compensation data is
selected from a group consisting of regional compensation
data and organizational compensation data.

12.   (Cancelled)

13.   (Cancelled)

14.   (Currently Amended) A computer program product stored in a
computer operable media for analyzing employee
compensation, said computer program product comprising:
means for receiving planning factor data from a user, the
planning factor data corresponding to one or more
employees and the planning factor data including
compensation planning data;
means for storing the planning factor data in employee
profile data areas, wherein each employee profile data
area corresponds to one of the employees;
means for retrieving actual employment data for each of the
employees, the actual employment data including
employee contribution data and actual compensation
data; [[and]]
means for analyzing the compensation planning data
corresponding to one or more employees using the
contribution data corresponding to one or more
employees[[.]];
means for selecting a group of employees;

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means for calculating an aggregate compensation for the
    group;

means for retrieving budget data corresponding to the
    group;

means for determining a variance between the aggregate
    compensation and the budget data;

means for selecting one of the employees from the group;

means for revising compensation planning data corresponding
    to the selected employee;

means for calculating a second aggregate compensation for
    the group in response to revising compensation
    planning data corresponding to the selected employee;
    and

means for determining a second variance between the second
    aggregate compensation and the budget data.

15.   (Currently Amended) The computer program product as
    described in claim 14 further comprising:
    means for identifying high contributing employees by
        analyzing employee performance data included in an
        employee profile data area corresponding to each
        employee;
    means for determining whether the planning factor data
        corresponding to the high contributing employees is
        accurate; and
    means for revising the planning factor data in response to
        the determination.

16.   (Original) The computer program product as described in
    claim 14 further comprising:
    means for identifying an employee classification
        corresponding to one of the employees;

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means for retrieving benchmark compensation data from a
    nonvolatile storage device corresponding to the
    identified employee classification; and
means for comparing the retrieved benchmark compensation
    with actual compensation data corresponding to the
    employee.

17.   (Original) The computer program product as described in
      claim 16 wherein the benchmark compensation data is
      selected from a group consisting of regional compensation
      data and organizational compensation data.

18.   (Cancelled)

19.   (Cancelled)

20.   (Original) The computer program product as described in
      claim 14 wherein the compensation planning data includes
      one or more from the group consisting of a salary amount, a
      stock option amount, and an award amount.

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